

NATIONAL GALLERY OF ART

2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		70	124	56	49	24	323	NA
	%	60.32	22.44	37.88	16.61	15.06	8.01	100.00	
2. I have enough information to do my job well.	N		62	171	47	29	11	320	NA
	%	71.70	19.99	51.71	14.83	9.50	3.98	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		67	105	64	54	28	318	NA
	%	54.77	22.00	32.77	20.37	16.30	8.56	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		95	132	53	28	15	323	NA
	%	70.24	29.59	40.65	16.13	8.60	5.03	100.00	
*5. I like the kind of work I do.	N		129	141	31	10	4	315	NA
	%	85.41	40.48	44.93	9.96	2.95	1.69	100.00	
6. I know what is expected of me on the job.	N		102	154	42	17	7	322	NA
	%	80.13	32.53	47.60	12.20	5.19	2.48	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		191	115	7	1	5	319	NA
	%	95.40	58.73	36.67	2.47	0.22	1.91	100.00	
8. I am constantly looking for ways to do my job better.	N		144	140	32	2	3	321	NA
	%	88.58	45.72	42.86	9.36	0.86	1.21	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		47	143	48	54	29	321	0
	%	59.22	14.98	44.24	14.29	16.32	10.17	100.00	
*10. My workload is reasonable.	N		44	170	53	42	11	320	1
	%	67.74	14.43	53.31	15.47	12.80	3.99	100.00	
*11. My talents are used well in the workplace.	N		55	116	55	44	35	305	1
	%	57.78	19.04	38.74	17.67	13.65	10.91	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		101	171	28	15	8	323	0
	%	84.22	32.05	52.17	8.84	4.10	2.84	100.00	

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Sample or Census: Census

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*13. The work I do is important.	N		135	143	25	8	4	315	0
	%	90.03	44.31	45.72	6.35	2.05	1.58	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		89	157	38	22	14	320	2
	%	77.74	30.76	46.99	11.33	6.47	4.46	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		82	147	38	31	17	315	6
	%	72.25	27.04	45.21	12.03	9.62	6.10	100.00	
16. I am held accountable for achieving results.	N		85	170	47	15	6	323	0
	%	80.17	27.17	53.01	13.38	4.33	2.11	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		50	118	72	35	29	304	16
	%	56.66	17.27	39.39	23.05	11.15	9.13	100.00	
*18. My training needs are assessed.	N		30	102	90	55	39	316	6
	%	44.00	10.46	33.54	26.90	16.63	12.47	100.00	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		72	138	45	35	20	310	12
	%	69.56	24.01	45.56	13.83	10.01	6.60	100.00	
*20. The people I work with cooperate to get the job done.	N		84	154	45	22	17	322	NA
	%	73.64	26.51	47.13	14.82	6.80	4.74	100.00	
*21. My work unit is able to recruit people with the right skills.	N		51	130	76	32	23	312	8
	%	56.83	16.71	40.12	24.51	10.62	8.04	100.00	
*22. Promotions in my work unit are based on merit.	N		33	83	81	47	53	297	22
	%	39.69	11.06	28.63	27.38	15.22	17.72	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		21	84	73	64	53	295	25
	%	38.40	7.97	30.43	24.34	20.34	16.93	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		20	87	86	59	45	297	22
	%	38.47	7.80	30.68	28.25	18.47	14.81	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		36	89	75	49	54	303	17
	%	42.38	12.24	30.13	24.13	16.16	17.33	100.00	
26. Employees in my work unit share job knowledge with each other.	N		59	160	61	26	14	320	2
	%	68.37	18.38	49.99	18.66	8.34	4.63	100.00	
27. The skill level in my work unit has improved in the past year.	N		45	119	101	32	16	313	9
	%	54.05	15.45	38.60	29.87	10.51	5.56	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		160	112	43	2	5	322	NA
	%	82.31	48.17	34.14	14.95	0.56	2.18	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		52	192	44	14	4	306	6
	%	78.92	15.71	63.22	14.84	4.63	1.61	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		29	109	83	53	31	305	6
	%	47.99	9.52	38.48	26.24	15.89	9.88	100.00	
31. Employees are recognized for providing high quality products and services.	N		38	123	72	47	24	304	7
	%	54.88	12.72	42.16	22.22	15.04	7.86	100.00	
*32. Creativity and innovation are rewarded.	N		29	90	92	60	32	303	9
	%	41.09	9.60	31.49	29.24	19.60	10.07	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		16	55	85	79	52	287	26
	%	26.03	6.28	19.76	29.51	26.70	17.76	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		31	104	89	31	32	287	24
	%	48.89	11.06	37.83	30.83	9.71	10.56	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		66	144	62	14	14	300	8
	%	71.17	23.44	47.74	19.60	4.21	5.02	100.00	
*36. My organization has prepared employees for potential security threats.	N		34	125	80	42	22	303	7
	%	54.33	11.86	42.47	25.02	13.35	7.30	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		38	104	70	46	33	291	18
	%	49.95	13.60	36.34	24.18	15.12	10.75	100.00	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		55	123	57	20	19	274	37
	%	64.37	20.64	43.73	20.60	7.48	7.55	100.00	
39. My agency is successful at accomplishing its mission.	N		101	157	32	11	6	307	6
	%	82.50	33.14	49.36	10.72	4.24	2.55	100.00	
40. I recommend my organization as a good place to work.	N		86	130	59	25	13	313	NA
	%	67.87	28.38	39.49	19.15	8.00	4.98	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		40	71	70	49	47	277	36
	%	43.21	16.43	26.78	25.22	16.32	15.25	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		108	133	42	13	15	311	2
	%	76.43	33.59	42.85	13.41	4.56	5.60	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		66	115	70	37	25	313	0
	%	58.66	21.26	37.40	22.38	11.09	7.88	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		65	109	81	26	25	306	4
	%	59.22	21.54	37.68	25.59	7.02	8.18	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		60	116	73	20	19	288	24
	%	61.70	20.76	40.94	25.93	5.45	6.92	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		58	118	74	30	29	309	1
	%	59.62	19.11	40.52	22.15	9.03	9.20	100.00	
*47. Supervisors in my work unit support employee development.	N		61	125	70	33	22	311	2
	%	60.21	19.41	40.80	22.88	9.89	7.02	100.00	
48. My supervisor listens to what I have to say.	N		87	138	54	22	11	312	NA
	%	72.23	27.59	44.64	16.97	6.92	3.89	100.00	
49. My supervisor treats me with respect.	N		104	134	44	13	15	310	NA
	%	77.81	33.34	44.47	13.44	3.98	4.77	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		82	147	33	36	14	312	NA
	%	73.46	25.42	48.04	11.16	10.34	5.04	100.00	
*51. I have trust and confidence in my supervisor.	N		79	116	64	30	21	310	NA
	%	63.83	24.52	39.30	20.36	8.68	7.13	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		115	102	64	14	16	311	NA
	%	70.82	37.36	33.46	19.71	3.88	5.59	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		31	93	75	60	43	302	6
	%	44.55	10.75	33.79	23.87	17.81	13.78	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		43	114	68	33	32	290	21
	%	55.97	14.65	41.32	21.98	11.12	10.92	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		37	139	73	27	19	295	16
	%	60.95	12.22	48.74	23.81	8.61	6.63	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		37	133	66	41	24	301	7
	%	58.49	13.30	45.19	20.93	12.71	7.87	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		33	119	79	30	21	282	29
	%	56.08	12.13	43.96	27.30	9.54	7.07	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		32	116	76	44	31	299	9
	%	52.28	12.01	40.27	24.34	13.48	9.90	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		31	140	69	39	22	301	10
	%	58.92	11.42	47.50	21.42	11.95	7.71	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		62	114	74	27	20	297	12
	%	60.02	21.92	38.10	25.05	7.84	7.08	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		62	107	75	35	30	309	2
	%	57.19	21.86	35.33	23.27	10.05	9.49	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		45	89	84	29	19	266	43
	%	52.02	18.57	33.45	30.17	9.89	7.92	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		43	106	89	57	14	309	NA
	%	50.54	14.89	35.65	27.57	16.57	5.31	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		36	94	76	75	26	307	NA
	%	45.95	13.38	32.57	24.10	21.84	8.11	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		46	105	66	68	24	309	NA
	%	50.50	15.88	34.62	20.89	20.82	7.79	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		34	93	94	61	27	309	NA
	%	43.83	11.88	31.95	29.05	18.29	8.83	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		23	74	92	62	57	308	NA
	%	34.09	8.44	25.65	28.95	18.88	18.08	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		33	127	80	45	23	308	NA
	%	52.29	11.11	41.18	24.43	15.51	7.77	100.00	
*69. Considering everything, how satisfied are you with your job?	N		78	137	51	24	18	308	NA
	%	69.79	26.41	43.38	16.89	7.05	6.27	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		38	111	61	68	29	307	NA
	%	47.66	11.87	35.79	19.65	22.30	10.39	100.00	
71. Considering everything, how satisfied are you with your organization?	N		60	131	67	34	17	309	NA
	%	61.86	19.56	42.30	21.40	10.94	5.80	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	40	11.98
Yes, I was notified that I was not eligible to telework.	71	23.27
No, I was not notified of my telework eligibility.	152	48.83
Not sure if I was notified of my telework eligibility.	46	15.91
Total	309	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	1	0.32
I telework 1 or 2 days per week.	7	1.93
I telework, but no more than 1 or 2 days per month.	8	2.60
I telework very infrequently, on an unscheduled or short-term basis.	45	13.37
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	119	42.53
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	26	8.11
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	66	21.05
I do not telework because I choose not to telework.	33	10.09
Total	305	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	71	23.47
No	157	48.51
Not available to me	80	28.02
Total	308	100.00

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)		N	%
Yes		70	23.38
No		205	65.51
Not available to me		30	11.11
Total		305	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)		N	%
Yes		79	29.98
No		216	67.81
Not available to me		5	2.21
Total		300	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)		N	%
Yes		9	3.22
No		254	81.24
Not available to me		45	15.54
Total		308	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)		N	%
Yes		10	3.50
No		254	81.69
Not available to me		44	14.81
Total		308	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		11	24	12	3	5	55	10
	%	62.98	20.46	42.52	23.53	5.64	7.85	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		24	33	8	4	0	69	2
	%	82.46	32.67	49.79	11.33	6.22	0.00	100.00	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		13	35	13	3	1	65	8
	%	74.71	21.26	53.45	18.70	4.39	2.20	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		19	38	16	4	2	79	10
	%	74.31	25.34	48.97	19.33	4.29	2.07	100.00	
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N		1	5	2	2	0	10	0
	%	63.57	10.61	52.96	13.32	23.11	0.00	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		2	5	1	1	0	9	2
	%	75.04	16.80	58.24	15.22	9.74	0.00	100.00	

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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